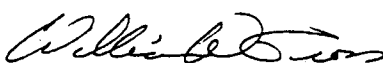


REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2493
Revision No.: 13
Date of Last Revision: 09/18/2000

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.34
Accounting Clerk II	8.02
Accounting Clerk III	8.71
Accounting Clerk IV	9.74
Court Reporter	9.80
Dispatcher, Motor Vehicle	9.80
Document Preparation Clerk	8.82
Duplicating Machine Operator	8.82
Film/Tape Librarian	9.65
General Clerk I	6.11
General Clerk II	7.25
General Clerk III	8.82
General Clerk IV	9.90
Housing Referral Assistant	11.87
Key Entry Operator I	7.64
Key Entry Operator II	10.27
Messenger (Courier)	6.11
Order Clerk I	7.56
Order Clerk II	10.58
Personnel Assistant (Employment) I	6.11
Personnel Assistant (Employment) II	7.25
Personnel Assistant (Employment) III	8.82
Personnel Assistant (Employment) IV	9.90
Production Control Clerk	11.87
Rental Clerk	9.65
Scheduler, Maintenance	9.65
Secretary I	9.65
Secretary II	9.80
Secretary III	11.87
Secretary IV	13.21
Secretary V	14.61
Service Order Dispatcher	9.65

Stenographer I	8.59
Stenographer II	9.65
Supply Technician	13.21
Survey Worker (Interviewer)	9.80
Switchboard Operator-Receptionist	7.71
Test Examiner	9.80
Test Proctor	9.80
Travel Clerk I	8.67
Travel Clerk II	9.22
Travel Clerk III	9.94
Word Processor I	7.89
Word Processor II	10.25
Word Processor III	11.46

Automatic Data Processing Occupations

Computer Data Librarian	8.56
Computer Operator I	8.56
Computer Operator II	9.57
Computer Operator III	12.94
Computer Operator IV	14.39
Computer Operator V	15.93
Computer Programmer I (1)	12.48
Computer Programmer II (1)	15.47
Computer Programmer III (1)	16.66
Computer Programmer IV (1)	20.16
Computer Systems Analyst I (1)	17.05
Computer Systems Analyst II (1)	20.62
Computer Systems Analyst III (1)	25.51
Peripheral Equipment Operator	8.56

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	13.79
Automotive Glass Installer	12.53
Automotive Worker	12.53
Electrician, Automotive	13.17
Mobile Equipment Servicer	11.24
Motor Equipment Metal Mechanic	13.79
Motor Equipment Metal Worker	12.53
Motor Vehicle Mechanic	13.79
Motor Vehicle Mechanic Helper	10.56
Motor Vehicle Upholstery Worker	11.88
Motor Vehicle Wrecker	12.53
Painter, Automotive	13.17
Radiator Repair Specialist	12.53
Tire Repairer	10.86
Transmission Repair Specialist	13.79

Food Preparation and Service Occupations

Baker	10.55
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Cook I	9.46
Cook II	10.55
Dishwasher	7.04
Food Service Worker	7.04
Meat Cutter	10.55
Waiter/Waitress	7.79

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	15.48
Furniture Handler	10.90
Furniture Refinisher	15.48
Furniture Refinisher Helper	12.42
Furniture Repairer, Minor	13.93
Upholsterer	15.48

General Services and Support Occupations

Cleaner, Vehicles	7.05
Elevator Operator	7.05
Gardener	9.46
House Keeping Aid I	6.30
House Keeping Aid II	7.05
Janitor	7.05
Laborer, Grounds Maintenance	7.79
Maid or Houseman	6.30
Pest Controller	10.00
Refuse Collector	7.05
Tractor Operator	8.88
Window Cleaner	7.79

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.89
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05

Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02

Information and Arts Occupations

Audiovisual Librarian	13.20
Exhibits Specialist I	15.13
Exhibits Specialist II	18.74
Exhibits Specialist III	22.93
Illustrator I	15.13
Illustrator II	18.74
Illustrator III	22.93
Librarian	14.61
Library Technician	9.80
Photographer I	11.50
Photographer II	15.13
Photographer III	18.74
Photographer IV	22.95
Photographer V	27.74

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.56
Counter Attendant	6.56
Dry Cleaner	8.60
Finisher, Flatwork, Machine	6.56
Presser, Hand	6.56
Presser, Machine, Drycleaning	6.56
Presser, Machine, Shirts	6.56
Presser, Machine, Wearing Apparel, Laundry	6.30
Sewing Machine Operator	9.26
Tailor	9.90
Washer, Machine	7.25

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	11.46
Tool and Die Maker	13.70

Material Handling and Packing Occupations

Forklift Operator	8.83
Fuel Distribution System Operator	13.22
Material Coordinator	10.60
Material Expediter	10.60
Material Handling Laborer	7.04
Order Filler	8.53
Production Line Worker (Food Processing)	9.42
Shipping Packer	8.60
Shipping/Receiving Clerk	8.60
Stock Clerk (Shelf Stocker; Store Worker II)	11.20
Store Worker I	8.88
Tools and Parts Attendant	9.42

Warehouse Specialist

9.42

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	16.22
Aircraft Mechanic Helper	12.42
Aircraft Quality Control Inspector	16.93
Aircraft Servicer	13.93
Aircraft Worker	14.73
Appliance Mechanic	15.48
Bicycle Repairer	12.77
Cable Splicer	16.22
Carpenter, Maintenance	15.48
Carpet Layer	14.73
Electrician, Maintenance	16.22
Electronics Technician, Maintenance I	15.08
Electronics Technician, Maintenance II	15.85
Electronics Technician, Maintenance III	16.59
Fabric Worker	13.93
Fire Alarm System Mechanic	16.22
Fire Extinguisher Repairer	13.22
Fuel Distribution System Mechanic	16.22
General Maintenance Worker	14.74
Heating, Refrigeration and Air Conditioning Mechanic	16.22
Heavy Equipment Mechanic	16.22
Heavy Equipment Operator	10.83
Instrument Mechanic	16.22
Laborer	7.05
Locksmith	15.48
Machinery Maintenance Mechanic	16.22
Machinist, Maintenance	16.22
Maintenance Trades Helper	12.42
Millwright	16.22
Office Appliance Repairer	15.48
Painter, Aircraft	15.48
Painter, Maintenance	15.48
Pipefitter, Maintenance	16.22
Plumber, Maintenance	15.48
Pneudraulic Systems Mechanic	16.22
Rigger	16.22
Scale Mechanic	14.74
Sheet-Metal Worker, Maintenance	16.22
Small Engine Mechanic	14.74
Telecommunication Mechanic I	16.22
Telecommunication Mechanic II	16.96
Telephone Lineman	16.22
Welder, Combination, Maintenance	16.22
Well Driller	16.22
Woodcraft Worker	16.22
Woodworker	13.22

Miscellaneous Occupations

Animal Caretaker	8.37
Carnival Equipment Operator	8.88
Carnival Equipment Repairer	9.46
Carnival Worker	7.05
Cashier	7.06
Desk Clerk	8.66
Embalmer	16.57
Lifeguard	7.71
Mortician	16.57
Park Attendant (Aide)	9.69
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.71
Recreation Specialist	11.99
Recycling Worker	8.89
Sales Clerk	7.71
School Crossing Guard (Crosswalk Attendant)	7.05
Sport Official	7.71
Survey Party Chief (Chief of Party)	15.45
Surveying Aide	9.38
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.87
Swimming Pool Operator	10.55
Vending Machine Attendant	8.89
Vending Machine Repairer	10.55
Vending Machine Repairer Helper	8.89

Personal Needs Occupations

Child Care Attendant	8.66
Child Care Center Clerk	10.78
Chore Aid	6.29
Homemaker	11.99

Plant and System Operation Occupations

Boiler Tender	16.22
Sewage Plant Operator	15.48
Stationary Engineer	16.22
Ventilation Equipment Tender	12.42
Water Treatment Plant Operator	15.48

Protective Service Occupations

Alarm Monitor	8.28
Corrections Officer	11.87
Court Security Officer	12.33
Detention Officer	11.87
Firefighter	11.86
Guard I	6.58
Guard II	8.28
Police Officer	14.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	11.17
Hatch Tender	11.17
Line Handler	11.17
Stevedore I	12.56
Stevedore II	13.93

Technical Occupations

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	13.54
Archeological Technician II	15.14
Archeological Technician III	18.74
Cartographic Technician	18.74
Civil Engineering Technician	18.74
Computer Based Training (CBT) Specialist/ Instructor	17.05
Drafter I	10.25
Drafter II	11.50
Drafter III	15.13
Drafter IV	18.74
Engineering Technician I	10.26
Engineering Technician II	11.51
Engineering Technician III	14.15
Engineering Technician IV	16.94
Engineering Technician V	18.39
Engineering Technician VI	22.25
Environmental Technician	14.39
Flight Simulator/Instructor (Pilot)	20.62
Graphic Artist	17.05
Instructor	17.05
Laboratory Technician	12.94
Mathematical Technician	16.94
Paralegal/Legal Assistant I	11.87
Paralegal/Legal Assistant II	13.21
Paralegal/Legal Assistant III	16.11
Paralegal/Legal Assistant IV	19.55
Photooptics Technician	16.94
Technical Writer	20.16
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.94
Weather Observer, Senior (3)	14.39
Weather Observer, Upper Air (3)	12.94

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	9.33
Parking and Lot Attendant	6.53
Shuttle Bus Driver	8.83
Taxi Driver	8.30
Truckdriver, Heavy Truck	9.84
Truckdriver, Light Truck	8.83
Truckdriver, Medium Truck	9.33
Truckdriver, Tractor-Trailer	9.84

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.